

1. **Family name:** Baltacs
2. **First names:** Janis
3. **Date of birth:** May, 12, 1957
4. **Nationality:** Latvian
5. **Education: University**



Short summary	Senior consultant and adult education expert with long-term experience in micro-scale aquaculture, food safety, and capacity building for small producers and NGOs. Chairman of the Latvian Association of Crayfish and Fish Farmers, representing small-scale aquaculture enterprises and applied scientific expertise. Extensive experience in designing beginner-oriented educational materials, training programmes, and knowledge-transfer tools, including digital and visual learning formats. Strong background in cross-sectoral cooperation, Nordic–Baltic projects, and integration of practical field experience into structured adult learning.
Key qualifications	Applied expertise in micro-scale fish and crayfish farming, including recirculating aquaculture systems and environmentally responsible practices. Development of beginner-oriented educational content and training programmes for adult learners, smallholders and NGOs. Strong experience in bridging practice and science through association-based knowledge exchange. Design and delivery of training-of-trainers and advisory programmes. Quality assurance and validation of educational materials and best practices. Experience in cross-border Nordic–Baltic cooperation and EU-funded projects. Coordination of field-based demonstrations and documentation activities. Advisory experience in food safety, HACCP and quality management relevant to small producers. Strong leadership and coordination skills in small, multidisciplinary teams.
Institution [Date from - Date to]	Degree(s) or Diploma(s) obtained:
September 1975 to June 1980	Civil engineer, road and bridge construction, Riga Technical University
1994 - 2016, multiple short term	<i>COWI Consult (Denmark) / European Bank of Reconstruction and Development (EBRD); Company environmental assessment;</i> <i>Ramboll (Denmark); Company diagnosis, Strategy planning, Export skills development;</i>

Curriculum vitae

	<i>Freedom House (USA); six week visiting fellow program in organisation management and fundraising.</i> <i>GTZ and Luso Consult (Germany); Goal oriented planning, Moderation and Presentation;</i> <i>Helsinki University Knowledge Services (Finland); Company Analysis and Industry Sector review;</i> <i>Phare SME Development Program in Latvia (Durham University Business School and Segal Quince Wicksteed Ltd.); Strategic Analysis, Financial Key Ratio Analysis, General Business Analysis.</i> <i>Riga Pedagogy and Education Acedemy; qualification to perform pedagogical work.</i>
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6. Membership of professional bodies:

Member of Association of Latvian Business Consultants
 Chairman of the Board of Latvian Cray-fish and Fish Breeders Association
 Member of the Board of local development organisation "Krapes muiža"

7. Present position: free-lance consultant

Years within the firm: eighteen years practice as free-lance consultant.

8. Key qualifications: (Relevant to the project)

Designing and implementation of quality management systems and food safety / self-control systems (ISO 9001, HACCP, ISO 22000, FSSC scheme, IFS Food). Auditing of Management Systems.

Management, Quality and Food safety system consulting / counselling; functional assessment and evaluation of organisations, problem identification, diagnosis and needs assessment, goal oriented planning and implementation of change, financial management and costing, project development and management.

Designing and running of training programs for entrepreneurs and NGO managers, internal auditors.

Training of trainers (business consultants, NGO trainers)

Auditing of Quality Management Systems on behalf of Bureau Veritas Latvia (more than 380 on-site audits).

9. Specific experience in the region / subject:

Country	Date from - Date to
Latvia	1998 – 2025 multiple projects on development of food safety systems and HACCP systems and organisational management; Consultations in business and organizational management, project management, training for entrepreneurs, consultants, and organizational leaders. Training. Delivered training at the Lifelong Learning Center of the Latvia University of Agriculture; recirculating aquaculture systems. Developed National professional education standards; expert and moderator for aquaculture, food production, and construction sectors. Training for business consultants. Designed and delivered training programs for improving communication and presentation skills (in collaboration with the Commercial Education Center), as well as training for assessing organizational capacity and needs (Latvia, Russia). Conducted Excel user training. Training for non-commercial organization activists, trainers, and leaders in organizational strategy, financial management, and project management (Latvia, Russia, and Sweden). Training for aspiring entrepreneurs under the state-supported ALTUM program. Developed and licensed a 160-hour training program for aspiring entrepreneurs. Prepared and evaluated business plans. Developed and conducted online sessions. Utilized digital tools for daily business management. adjustments or clarifications are needed. Consultant and interpreter for food company management exchange of experience visits and study tours; USA, Portugal, United Kingdom, Finland, Denmark, Norway, Sweden. onsultant at the Ogre Business and Innovation Incubator; evaluation of business plans, consultant at the "University of Latvia Student Business Incubator"; providing advisory support for business plan implementation, development of the incubator's marketing plan, planning and implementation of financial sustainability measures. Lecturer and consultant in the national business support program ALTUM. Lecturer in a Nordic Council of Ministers-funded project to strengthen non-governmental organizations in Russia's Northwest region and provide adult education (ALLA – Adult Learning for Local Action); component leader for the development of the "Organization Management Handbook." Latvian partner in the EU Phare Food Quality Project (Megapesca); sector specialist in developing HACCP systems for food processing companies / consultant on finance, cost, and change management issues. One of two project partners in Latvia for the CIAA (Confederation des industries agro-alimentaires de l'UE); enhancing HACCP systems in meat, dairy, vegetable, juice, and fish processing companies.
Latvia	1996 – 1997; member of a Steering Committee for Megapesca project (Fishery sector in Latvia), World Bank and EU project management unit
Latvia	1995 – 1996 co-ordinator and trainer for EU Phare funded project; development of food safety systems (Megapesca, Portugal)

10. Language skills:**Latvian - mothertongue** C2

Other language(s)

*Self-assessment**European level (*)***English****Russian**

Understanding		Speaking		Writing
Listening	Reading	Spoken interaction	Spoken production	
C1	C1	C1	C1	C1
C1	C1	C1	C1	C1

(*) Common European Framework of Reference (CEF) level

11. Other relevant skills

Social skills and competences

- Excellent skills to work in a team;
- Ability and skills to develop positive working environment.

Computer skills and competences

- Good skills to work with iOS and MS software;
- Good skills to use cloud based collaborative and social network platforms.